

JOB

## TNO TRAINEE, OUR GRADUATE PROGRAM, START DATE 1 FEB 2018

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LOCATION	EDUCATION TYPE	TYPE	HOURS A WEEK
Den Haag	university (wo)	Traineeship	Fulltime – 40

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### WHAT WILL YOU BE DOING?

#### TRAINEESHIP IN A NUTSHELL

- As a TNO trainee you will work at three different departments, each time for duration of approximately eight months each. During these periods, you will spend 70% of your time on work for these departments. The remaining 30% of your time is dedicated to activities related to the trainee program. These consist of trainee projects (10%) and the personal development program (20%).
- You will broaden your horizon by working on innovative, multidisciplinary projects for industry and government alike.
- The specific role you have in projects can vary based on your interests and the nature of these projects. We challenge you to fulfil the role of researcher, project leader, and consultant, or even to take on a commercial role in projects.
- In these projects, project leaders and senior researchers will provide guidance.
- Personal development is the main theme of the trainee program. Therefore, as a trainee you will participate actively in coaching, workshops, education and peer review. Furthermore, you will work on self-acquired projects of strategic nature together with other trainees.
- Throughout the entire trainee program you will be instructed intensively by the Trainee Manager.

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**“TNO IS FAR DOWN THE LINE WITH MANY TECHNOLOGIES AND YET NEARLY NOWHERE.” - FRANCESCO ESPOSTO (INNOVATOR), MOBILITY ‘**

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### WHAT DO WE REQUIRE OF YOU?

Trainees are ambitious, broadly oriented and highly talented starters with a study background that is of interest for TNO, for example:

- Artificial Intelligence
- Astronomy
- Bioinformatics
- Chemistry (analytical or organic)
- Civil Engineering
- Data Science
- Econometrics
- Electrical Engineering
- Energy Studies
- Informatics
- Material Science
- Math
- Mechanical Engineering
- Microbiology/ Biomedical Science
- Physics
- Process Technology
- Statistics

Your résumé, motivational letter and pitch should be inspiring and show us why we would want you, in particular, to join our traineeship. A successful applicant will be an excellent student and have an intrinsic motivation to work for an innovative research organization like TNO. Finally, you have no more than two years of working experience.

Please indicate in your motivational letter whether or not you would object against working on projects for the Dutch Ministry of Defense.

## **WHAT CAN YOU EXPECT OF YOUR WORK SITUATION?**

TNO is an independent research organisation whose expertise and research make an important contribution to the competitiveness of companies and organisations, to the economy and to the quality of society as a whole. Innovation with purpose is what TNO stands for. With 3000 people we develop knowledge not for its own sake but for practical application. To create new products that make life more pleasant and valuable and help companies innovate. To find creative answers to the questions posed by society. We work for a variety of customers: governments, the SME sector, large companies, service providers and non-governmental organisations. Working together on new knowledge, better products and clear recommendations for policy and processes. In everything we do, impact is the key. Our product and process innovations and recommendations are only worth something if our customers can use them to boost their competitiveness.

Welcome to the wondrous world of TNO. TNO is the place for everyone who is knowledge-driven, socially concerned and wants to make a difference. At TNO, you are behind the wheel: you choose your path, you decide how you are going to develop yourself – in which topic and in what role. This requires guts, curiosity, initiative and and some serious headwork.

With the TNO Trainee Program, we offer you, a recent graduate (Master or PhD) with a broad interest in society, the opportunity to do this. In a short period of time, you will get to know our organization broadly, you will discover where your passion lies and, above all, we give you the chance to develop yourself optimally.

TNO represents innovations. As a trainee, you will cooperate with us in creating new innovations that strengthen the competitiveness of companies and sustainably improve the well-being of society. Are you ready to put your knowledge and ambition to good use by contributing to solving complex topics without having to dedicate yourself to one expertise or domain (yet)? Do you want the ultimate challenge for your own development? Do you want to make a real difference? Then we welcome you to our world and encourage you to apply for the TNO Traineeship

The traineeship according to Julius Berends

“My graduate program at TNO was the best possible start of my career. Looking back on the past two years, I’ve seen, experienced and learned so much. Being an engineer I enjoy studying high-tech stuff and to experiment. At TNO you’ll find a new experiment or project to work on and the best part is that you have a large say in projects you take on. In these projects you meet a great deal of wonderful colleagues who teach me something every time we have a cup of coffee.

During my graduate program I’ve worked in three different departments within the organization, contributing to a wide range of different projects: From the analysis of acoustic measurements on a concrete construction, to coming up with methods to design metamaterials using state-of-the-art additive manufacturing techniques. Next to these content driven projects, I’ve worked in a multidisciplinary team of Graduate trainees which focus on issues within the organization. For instances, we’ve laid the foundations for a new research program within TNO.

You get a lot of space and time to develop yourself, through workshops and coaching. Through these tool I now have a clear view on my possibilities within TNO and how I can steer my own career. It is really great to be able to develop these competences in such a close group of colleagues, most of whom I consider to be my friends. As a trainee I have been encouraged to take initiative and to come up with creative ideas, most of which I got the chance to explore and execute. This is one of the biggest take-aways for the rest of my career.”

## **WHAT CAN TNO OFFER YOU?**

Work enjoyment means something different for each employee. This is why we offer a-la-carte terms and conditions of employment that you can switch around on a monthly basis. Flexible working hours (like 4 days x 9 hours) and different leave schemes mean that you can create a package attuned to your specific wishes.

TNO attaches great value to both your personal and your professional development. Many opportunities exist for you to develop: conferences, courses, workshops, coaching, intervision, mentoring and job rotation. At TNO you can orchestrate your own career.

## APPLICATION PROCESS

Responding to this vacancy is possible until Sunday, the 29th of October 2017.

Interested?

Then apply by uploading your résumé and motivational letter (as a Word file) on our website [www.tno.nl/career](http://www.tno.nl/career). Please make sure you also provide a list of your grades and a video pitch as attachments. In this pitch, answer the following question in a maximum of 30 seconds and max 5 MB: What makes you tick?

Deliver this short video clip of yourself as a .MOV, WMV, MPG/MPEG movie file. You can choose to do your pitch in either Dutch or English.

Important: your application will not be considered if one of the abovementioned documents is missing, or if you respond after the deadline.

Selection procedure:

If you are selected based on your motivational letter, résumé, grades list and pitch, you will receive an invitation for the TNO Trainee Selection Day on Friday November 17th at The Hague. You will be notified of this before November 9nd.

During the selection day, you will learn more about TNO and our Traineeship, and we will get to know you better as well. Please take into account that the spoken language during this day will be English. If you are among our selection after the selection day, we will invite you for an assessment at a psychological consultancy bureau. The results from this assessment are used for the final selection round.

The selected candidates will receive an offer with a starting date of February 1, 2018.

If this timetable does not fit your personal planning please keep an eye out for other starter vacancies on our website, [werkenbijtno.nl](http://werkenbijtno.nl), or the next trainee selection round in June 2018.

## HAS THIS VACANCY AROUSED YOUR INTEREST?

Then please feel free to apply on this vacancy! For further questions don't hesitate to contact us.

**Recruiter:** Anne-Maartje Uijl- Meijman, den

**Mobile phone:** +31 (0)6-469 66067

**LinkedIn:** <https://nl.linkedin.com/in/annemaartjedenuijlmeijman> 

**Hiringmanager:** Anne-Maartje Uijl- Meijman, den

**Phone number:** +31 (0)88-86 68142

Note that applications via email and third party applications are not taken into consideration.

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CONTACT



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**JOB ALERT**